

# TOP COVER

THE POLICE FIREARMS OFFICERS  
ASSOCIATION MAGAZINE

**PARIS: ARE WE READY?**

**NEW HQ & MUSEUM  
FOR THE PFOA**

**STRENGTH NOT WEAKNESS**  
Counselling explained

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# TOP COVER

## MEET THE TEAM

### Our regular columnists

|                 |                          |
|-----------------|--------------------------|
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| Steve Howson    | Post Incident Management |
| Dave Blackledge | Scenes on the Street     |
| Scott Ingram    | Law & Regulations        |
| Jane Conway     | Health & Fitness         |

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Thank you!



# WELCOME

TO ISSUE 4 OF TOP COVER. It's difficult to know where to start with so much to say going on since our last edition. Events in Paris will have most a shudder down any decent human being's spine. The question being asked now however is whether we could deal with an attack similar to Paris? Have we enough armed police to cope? Is it time for a fully armed Police Service in the UK?

There have been a number of police shootings over the past few months and also a trial following an incident in May 2014 where a National Crime Agency officer, MCS2, was attacked and witnessed a subject discharging a firearm several times into a police car packed full of people. MCS2 was in turn fired upon and returned fire, all of which was captured on CCTV. Judge Michael Tugendhat commented MCS2 for his bravery saying "it was a miracle no one was killed." NCA officers are part of our family so send our very best wishes to MCS2 and his colleagues and thank them for the work they do. This again highlights the incredible work firearms officers and firearms commanders carry out day in day out to keep their threatened colleagues and the public safe.

In this edition we hear from Simon Christensen, the ACPO Armed Policing Lead, about issues affecting armed officers and how the forces tackle – particularly after events in Paris. Steve Howson gives an update on Post Incident and PFOA Training, while Dave Blackledge looks at multiple shots and multiple victims. Since our last magazine the PFOA has moved offices and we now occupy Chatterbox Police Station in Cambridgeshire. You can read more about our new location and the exciting plans for a new magazine later in the magazine.

The PFOA has been in talks with the Police Federation of England and Wales for some time around supporting officers involved in deaths or serious injury accidents and those who are suspended from duty. Policing is a stressful occupation and sadly police officers are not immune to stress, depression and, in the worst case scenario, suicide. On page 44 you can read about the new Wellbeing Support Programme which includes a 24/7 Support Phone Line for PFOA members.

The PFOA continues to grow in number, we are providing more support than ever for our members and their families. Thank you for your continued support and most importantly thanks for all you do.

*Mark*

MARK WILLIAMS EDITOR | [mark@pfoa.co.uk](mailto:mark@pfoa.co.uk)

giftaid it







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# A SIGN OF STRENGTH AND NOT WEAKNESS

WRITTEN BY JULIE ROWLAND, REG MBACP (ACCRED)

**Y**OU'VE GOT A STINKING HEADACHE, the car is making a funny noise, and you've had a row with your teenage son. Or there may be the bigger issues which can affect any one of us – moving home, trying to stop smoking, relationship breakdown, bereavement, finance and so on. All these things are normal – and mostly manageable – but not so good when you are under pressure at work. Things can build up so that they affect our professional and personal lives, but would you consider counselling as a way of dealing with problems?

I am very familiar with the reasons why people are reluctant to enter into counselling.

In a random poll I recently asked a group of workers about their main worries. The people I asked were office staff – they didn't carry weapons or have to make flat and accurate decisions in volatile circumstances. Their answers were:

- they didn't want other people knowing they were in counselling,
- they would want to hold off and see if it 'gave away',
- the stigma – being labelled as 'not coping', or being seen by others as not being able to cope,
- being judged by others (and by extension, judging yourself for 'failing'),
- being seen as weak and
- it's going to cost a lot.

It is a pity but that these are the things that you think too. There are among the things that we all think – no matter what our profession. Stress is stress – it can affect any of us in all sorts of ways. However, professionally we are all supposed to be seen as fully functioning and at the top of our game. But what about when we recognise that we aren't?

The stigma of being seen as 'not being able to cope or manage' is deeply entrenched in many of us, and is personally amplified in people working in high-risk situations. There is no difference

in the perception of either gender. However, the issue isn't whether or not we have problems – we all do – but whether or not we have the courage to face our difficulties and resolve them.

Who do you talk to when you know that worries are preventing you from managing as well as you would like? Those of us who have a supportive network of family and friends are lucky indeed, but even then there can be difficulties about what you say and to whom. It is possible that you have to tailor your words to make them acceptable for others to hear – which means that you aren't able to express yourself openly and honestly.

Counselling provides a private and impartial open-minded space in which to reflect upon the things that cause us worry, anxiety and stress – whether personal or work related. If you want to access counselling, you can still refer through FICA. There are six sessions provided usually, usually lasting 50 minutes. There is no cost to you, and there is the possibility of attending the work if it is appropriate, it is also available for family members.

The FICA has a network of counsellors who are registered or accredited with professional organisations such as the British Association for Counselling & Psychotherapy or UK Council for Psychotherapy and members adhere to specific ethical frameworks.

## SO WHAT IS COUNSELLING LIKE?

It's a contractual arrangement where a professional meets a client, in privacy and in confidence, to explore the distress the client may be experiencing. This could be any type of issue where personal or work related. The ultimate aim of counselling or psychotherapy is to help the client regain some control over their lives by understanding how their thoughts and behaviours impact, and to better understand problems or issues which affect the quality of their life.

It is supportive, warm and non-judgmental. It does not involve







being given advice but instead works towards exploring available options to help manage your distress, develop positive coping strategies, work towards change/self empowerment and provide clarity. Essentially it can help you to let the steam out of the pressure cooker bit by bit, rather than in one big bang. In an ideal world it would be an integral part of working life.

#### WHO KNOWS ABOUT YOUR COUNSELLING?

*Privacy is of paramount importance – if you don't feel that your private issues are confidential then we are on a hiding to nothing, and so counsellors and providers take it extremely seriously. As the first session your counsellor will fully explain the levels of confidentiality that are in place, and there is a PFOA consent that specifically details confidentiality issues. Essentially, everything that you say in the counselling room will be kept confidential – but there are some legal exceptions.*

*When I meet a new client I will go through 'the rules' of counselling, or the contracting. For example, I will make my client aware that if they disclose drug trafficking or terrorist activities, I will notify the police. Risk to self or others is another issue where there may be disclosure, in this instance I would speak to the client's GP. These contracting rules are the same for every client I see, it doesn't matter who you work for. However, there are the exceptions – the rest is confidential.*

*Colleagues at work will not know that you are in counselling unless you choose to tell them. Clinical notes are kept by the counsellor in accordance with professional guidelines and are not returned to the PFOA.*

*Accessing counselling is regarded by employers as a sign of strength and not of weakness. Dealing with it is an internal*

**Being pro-active about addressing our difficulties is a positive step towards recovery**

*battle is a sign of empowerment, particularly for those who need good, clear judgment in stressful situations. Ask yourself that – do you want to work alongside a colleague who you know is suffering from stress and anxiety, or do you want to work alongside someone who has a clear head and is not distracted. That's what your colleagues think too. Are you distressed sometimes?*

*We all recognise that from time to time we have difficulties that may impact on our well-being and decision making processes. Personal issues will almost certainly impact on your work, and vice versa. These stresses then impact your health, and we have a vicious circle. Being pro-active about addressing it or difficulties is a positive step towards recovery.*

*Anyone who works with people who willingly want to confront and manage their difficulties can't help but appreciate their extraordinary strength. Why go on dumping to yourself and to others that you are struggling? The help is there for the taking. Empower yourself. Be strong. See yourself out.*

*John Rowland is a Registered Accredited Member of the British Association for Counselling & Psychotherapy a counsellor for the PFOA, and is based in Farnborough, West Wales. ■*



# the **BIG** build

Since we started the PFOA, it has opened from my garage at home! As the years have passed the Association has grown in numbers and has therefore created more administration demands. During the early part of last year, while filming the PFOA promotional DVD, I bumped into a local airport I know from Cambridgeport Police. The moment that Cambs Police were looking to close out of their rural station, Chatteris, as part of their budgeting due to cut backs. The same afternoon myself and Stu Brown, Lincs, who happened to be with me that day, went to Chatteris and had a quick look around the station. I must confess I was pretty much sold on the idea of moving into a police station

immediately after viewing it for the first time. I like to think I have a bit of vision, and could see the large garaging area at the rear becoming a space we could really utilise.

After making contact with Cambs Police, I met up with Elly McKee who is the station management supervisor. Elly confirmed that they were looking at closing the station and moving the reception office into a nearby Tesco store that was due to be open in the summer. We had a look around and discussed the various options, and how it would all work with regards to the lease etc. The reception officer was an ex Cambs police officer, Ralph, who I soon got to know very well due to my frequent visits.

After much negotiation, it was decided that the PFOA could occupy the

police station from December 2014. This would be a 15 year lease with the option to terminate after five years. It also allowed us to make alterations, so has meant, in the building. During the time of the negotiations, Tesco decided they were not going to open the brand new store they had built (no comment on that) which therefore left Cambs without a local contact point for the Chatteris community. Having discussed this with the PFOA trustees, we felt it was the right thing to offer to keep the reception office of the police station open and review the situation in May 2015. I live locally and, after speaking to many people in the area, no one was in favour of the police station closing and having a facility in a busy supermarket a couple of days a week (not sure I would want to









# WHY YOU NEED TO FOCUS MORE ON NUTRITION THAN ON TRAINING

Everyone knows the importance of setting training goals and then determining how you go about working towards achieving them, right? However how many people are willing to invest a fraction of this amount of time and effort to work out exactly what they should be eating?



WRITTEN BY JUSTIN CONWAY  
www.goprotection.com

In order to achieve any training goal you should also be concentrating on setting goals for what you need to achieve in terms of your nutrition. It is obviously important to know exactly what you are doing when you get to the gym in order to stimulate your muscles to grow, increase your endurance or speed or burn off and lose unwanted body fat. However it is vital that having done this you know how to give your body what it needs, in terms of calories, protein, carbohydrates and fat to make all of your efforts worthwhile.

It's a very real fact that the majority of people who train to improve themselves in sport in any way, by wanting to build muscle, lose body fat and everything in between, concentrate solely on constructing a training routine or getting someone to do it for them. That is why a lot of people are prepared to pay an average of £60 an hour as personal trainers.

Now obviously this is a very important step in achieving your goals, but even if you (or your trainer) manage to develop a perfect, 'bang on' routine that will deliver every bit of stimulus your body needs to develop, grow and transform and burn fat, you will still only be 30% of the way there!

**"Training and exercise only accounts for about 20% of your body transformation, muscle and strength building, and fat loss goal success!"**

So why do people spend a disproportionate amount of time,



and in some cases slowing, or routine construction? Tweaking this, changing that and getting focused solely on training, training, and more training?

Even the process and ability of training sources will deliver more results, at least in the short term anyway. How else would you account for beginners as a full ectomorphs? "Beginners that just walk into a gym one day and start lifting weights or decide to go out for a run, without any real thought for what they are doing, in just a few weeks have started to notice a difference in their physique or fitness."

Now, I am not suggesting you put 'wing-it' and make it up as you go along, however if you are like the majority of gym-goers, you probably need to spend a lot less time and preoccupation with your routine and a lot more on what you are providing your body to repair and grow following it.

"It should come as no surprise that the remaining 80% of your potential success is all wrapped up in your nutrition!"

The food you provide your body with, measured in calories and proportioned into macro nutrients (protein, carbs and fat) are what will make or break your training routine and goals.

As an example, the never ending search for inner gym gains is, of course, the classic six pack! Building one, does I say, testing those abdominal muscles and burning off enough of the layer of fat covering them so they can be seen.

There are countless thousands of routines and pieces of equipment that train your 'abs' for that all important six pack look, however, as I have already alluded to, you will never see those abdominal muscles if you have a layer of body fat covering them! This will be predominantly down to fat loss as opposed to training and fat loss is predominantly down to what and how much you are eating! As the saying goes:

20%  
fitness

80%  
nutrition



"Abs are made in the kitchen, not the gym"

"Abs are made in the kitchen, not the gym."

Food is of course the only resource the body has to recover and repair its damaged muscles caused by training and to fuel itself with the energy it needs. The only other place it can get this from is if you are not providing enough, is as the body catabolising its own fat storage and then muscle tissue. This is obviously counter productive if you are looking to build muscle, strength, speed and endurance and will only last a very short period before you burn out and no longer have the energy to train effectively.

To build and maintain muscle it is imperative that you eat and consume more than you need for basic functions and survival. Muscle tissue (any more

than the body needs to work normally) is an extremely expensive investment for the body – basically a short's term fix!

We have evolved very little over the thousands of years we have been around and our body's primary focus has remained the same throughout – that is to survive. The body doesn't need huge amounts of muscle to do that! Large muscle mass is inherently useless for just surviving, but burns calories even at rest, so almost threatens our own survival when energy (food) is in short supply!

Body fat on the other hand is stored and retained easily, so the body can use this in times of famine and it even nothing to keep hold of! That is generally why it is easier to put on the than put on muscle. You need to give your body a 'reason' to build and hold onto that muscle. Eating a consistently high



## HEALTH &amp; FITNESS

calorie, nutrient diets that will give it that name, especially after giving its muscles a very hard time fighting against heavy resistance.

Having established that we all need to concentrate more on the amount and types of food we are consuming on a daily basis, the next stage is to work out exactly (or thereabouts) how many calories we will need to reach our specific goals and more importantly where those calories will come from.

When I first asked what proper nutrition was the key I spent a great deal of time trawling through magazines, which to be honest just provided sample diets really, as opposed to how to determine what I really needed. The internet is

also awash with ever complicated and pretty boring ways of working out how, what and why you need to eat.

For a pretty straightforward subject it has, as everything in the world of diet and nutrition has become, been very overcomplicated. It doesn't need to be complicated to be easy – unless of course you are trying to sell a 'wonder supplement' that does it all for you by just drinking an shake a day. All you need to do is just work through a few basic steps, in order, and you will be much better informed, armed with some figures to take with you towards achieving what you want.

In order to determine what you need to be eating – and of course how much – you need to follow the steps below.

1

Calculate your current weight (and body fat, if not essential)

2

Calculate your 'maintenance level' (how many calories your body needs just to survive the day)

3

Set your goal, work around it to your goals and activity levels and determine your calorie starting point

4

Adjust your diet to your objectives, amount of go, protein, carbohydrate and fats

5

Check and re-check, and be your guide consistently



When you first get into working through the above steps they may look a bit complicated to get through, but trust me, you will soon work them out quite easily once you know how. In the first instance you can always hire a nutritionist to do that for you – and probably for a lot less than the price of an hours tuition from a personal trainer!

I will admit that 'nutrition' is not the glamorous side of the business of lifting big weights or sprinting up and down a sunny track in the latest training gear and that is probably the number one reason not a lot of people bother with it! This and the fact that people think it is a lot more complicated than it actually is.

However, it is ultimately your choice what you spend your time and money on that you will be short-cutting your success by up to 80% if you never really educate yourself (or get someone else to do it for you) on how you should be eating.

With help on any of the above steps please feel free to contact me at [www.gp@nutrition.com](mailto:www.gp@nutrition.com). ■



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# Se préparer







# ARE WE READY?

What a difference a few weeks in policing makes. Not so long ago we were having the routine arming debate. A local councillor in northern Scotland had noticed Police Scotland ARV officers attending a routine incident overtly armed with handguns. The 'controversy' spread, stoked by the media who were encouraging members of the public to submit photographs of armed officers for publication in local newspapers.

WRITTEN BY SIMON CHESTERMAN, ACPD ARMED POLICING LEAD

Unusually His Majesty's Inspector of Constabulary in Scotland was asked to carry out a review, which revealed that 1.7% of officers in Scotland are routinely armed. Freedom of Information requests were sent to all police forces in England & Wales and the study spread south of the border where 3% of police officers are routinely armed. Reversing these figures, in Scotland 98.3% of police officers patrol unarmed and in England & Wales the figure is 97%.

Then Paris happened and I have gone from explaining why some police officers routinely carry firearms, to answering questions about whether we have enough

armed officers to respond to a similar incident.

On the 16th January intelligence agencies stated that a terrorist attack targeting police officers was 'highly likely'. This follows a call from Abu Mohammed al Adnani last year for attacks on police officers, soldiers, intelligence officers and government officials. There have now been a number of attacks in Canada, Australia, America and now Paris. Also as details emerge of the counter terrorist operation in Belgium on the 13th January, it appears that the subjects of the operation were also planning attacks on the police.

There are two big questions here, could the UK respond to a Paris type incident and do we need more

armed police for personal and public protection? There is no simple answer to either question. The French authorities maintained around 80,000 armed personnel in response to the Paris attacks, in England and Wales there are approximately 7,000 firearms trained police officers. Since the attacks on Munich in 2005 the police and military Special Forces have been training to deal with a menacing terrorist firearms attack. Our firearms officers are amongst the best in the world, they volunteer for the role, they are carefully selected and they undergo rigorous training and a high proportion do not meet the standard. They are now better equipped than ever with high velocity carbones, ballistic protection and they are all





JE SUIS  
CHARLIE

trained in tactics to deal with a terrorist attack. Add to this a paradigm shift in operational interoperability across 54 police forces and armed agencies and I can say with some confidence that armed policing in this country has never been stronger. We also have a network of Counter Terrorism Specialist Firearms Officers and a critical mass of Specialist Firearms Officers, all of whom are trained in hostage rescue. I am not complacent, but if we were faced with two major incidents like those in France, we could work alongside military Special Forces and have the capacity and the capability to respond. But the incidents in France were complex and different because, having carried out the attack in the office of Charlie Hebdo, the terrorist went to ground.

There are two big questions here: could the UK respond to a Paris type incident and do we need more armed police for personal and public protection?

When I reflect on the scale and complexity of the Royal Mass and Dale Carnegie marches, the prospect of a nationwide march for armed services who have gone to ground after carrying out an attack is deeply concerning. It is the potential for a series of no name attacks, not to mention the requirement to respond to positive and false sightings that would significantly stretch our armed resources and very quickly we would be seeking military support to help with random and searching.

So could the UK respond to an incident like the one in Paris? I believe we have the capability. Capacity is a different issue and it is very difficult to answer the question "how much is enough?" I am confident we could respond to the origin, a potential nationwide march but would be a significant challenge. Answering the second question regarding numbers of armed officers is equally complex. The broader point is whether we have enough

police officers per se. Currently, has our police numbers reduce by 15,000 and there will need to be the same loss in response to further planned public spending cuts. Chief Constables have the unenviable task of balancing risk and deciding how best to distribute increasingly scarce resources between priority areas such as serious crime, armed policing, public protection, cyber crime, child sexual exploitation etc. As a result of the Paris attacks I have been asked to conduct a review and identify any capacity or capability gaps in armed policing. I will approach this with an open mind and take account of local, regional and national Strategic Threats & Risk Assessments together with the Strategic Policing Requirements. In the event that review identifies a requirement to increase our armed capacity and capability this could require significant investment in people, training and possibly even ranges to deliver the skills. The prospect of shifting resources from other areas of risk does not seem unrealistic.

A debate for another day but worthy of consideration is whether to combine the efforts of my own force, the Chief Nuclear Constabulary with the Ministry of Defence Police and possibly the British Transport Police to provide an armed surge capability. A combined force could protect the critical national infrastructure and mobilise significant numbers of armed officers to support our Home Office colleagues.

I tend to avoid the elephant in the room, namely "should we just arm the police?" My professional opinion is that we shouldn't. Aside from the fact that we have a long history of policing by consent, many officers did not join the police to carry a gun and a significant proportion would not pass the training. Personally I would rather see the right numbers of highly trained professionals in uniform officers in the right places.

I do agree that arming the police's debate gathering momentum and I would never say never and we may be driven down that route. The Police Service of Northern Ireland is fully armed on the basis of the threat from terrorism, could this be a glimpse into the future and perhaps the end of the British police service as we know it? ■



MULTIPLE  
SHOTSMULTIPLE  
ATTACKERS

The lawful discharge of firearms by police is a legal concept that includes notions of reasonableness, absolute necessity, individual justification and proportionality. ACPQ offers this guidance to all firearms officers who may have to discharge their weapons: "When an APCO decides to discharge a firearm the number and sequencing of rounds fired will depend on the circumstances that exist at the time. Officers must constantly assess the threat posed by the subject and the circumstances of the threat. Officers must be able to demonstrate that the degree of force used was absolutely necessary and related to the threat posed. The use of excessive force is strictly prohibited." (APP 1.12)

However, interpretation of this guidance is open to conjecture and supposition. Frequently retrospective bias informs media and legal teams alike and one myth that will persist within society is the infamous "One Shot Stop," a misnomer notion that the impact of one round into the torso or head constitutes an instantaneous incapacitation of a violent subject.

Many law-enforcement and media correspondents fail to appreciate that the only guaranteed way to immediately incapacitate any human with a single bullet is through the disruption of their central nervous system (CNS) and that causes the specific disruption of the medulla or cervical spinal cord.

Direct tissue damage by a bullet to the brain may potentially result in the instantaneous incapacitation of a subject, however this is not guaranteed. Lack of oxygen caused by bleeding and massive blood pressure loss will eventually stop any human, however, what will always remain unknown to the firearms officer at the scene is just how long will this take and what can the armed subject achieve in the seconds prior to collapse?

Despite scientific advice, the popular view remains that bullet wounds to the brain lead to instant incapacitation and, as the fact of compelling medical evidence, misinformation persists. Bullet wounds to the heart may be equally ineffective for several seconds or minutes, indeed many people can survive penetrating heart injuries providing the thoracic aorta has not been hit.

Dr Ken Newgard<sup>1</sup> calculates that a 70kg male (111 moles) suffering a fatal wound that totally severs his thoracic aorta would have 4.6 seconds until he lost 20% of his blood volume. At this

point he would likely collapse but not remain conscious. Perhaps a logical question to ask is how many shots could this male fire at the public or police in 4.6 seconds?

A most recent legal review of a police shooting gives us all some insight into a thought process applied by Courts when considering the number of shots fired by police: "The analysis has consequences in terms of life and death. As was fitfully pointed out on behalf of the family, had shooting ended before or after two shots, the subject would have lived, had it ended after the next two shots he would have lived, assuming prompt medical attention. With the next two shots he died" with the last two shots, death is confirmed."

Regardless of this outcome and retrospective commentary, no absolute limit can or should be set for the number of rounds that any officer fires. The implications from medical evidence are not trivial factors when balancing firearms training and instruction within a framework of legal interpretation and understanding. It is not possible to predict the neutralizing effect of any bullet within split seconds of its impacting a subject.

The historic case of Phineas Gage highlights the potential limited effect of considerable brain penetration upon



consciousness and human performance. Gage suffered an incredible brain injury in 1823, and his accident is one of the most widely studied medical cases of traumatic brain damage.

Quite simply, Gage remained conscious after a three foot iron-shodding rod penetrated his head after an explosion on a railway construction. Gage travelled by cart 3/4 mile back to his lodgings to await the arrival of the local doctor, Edward Williams. Williams reported the following: "I first noticed the wound upon the head before I alighted from my carriage, the pulsations of the brain being very distinct. The top of the head appeared somewhat like an inverted funnel, as if some wedge-shaped body had passed from below upward. Mr



Gage, during the time I was examining this wound, was relating the manner in which he was injured to the bystanders. I did not believe Mr. Gage's statement at that time, but thought he was deserved. Mr. Gage persisted in saying that the bar went through his head. Mr. G. got up and remounted, the effort of remounting proved not about half as successful as the

brain, which fell upon the floor."<sup>1</sup>

Phineas was to survive for another 12 years after suffering this devastating injury although anomalously it is reported that "Gage was a very changed man, who frequently lapsed into expressions of profanity!"<sup>2</sup>

Gage probably survived and continued to have a relatively "normal" life because the traumatic brain injury that he suffered occurred to the frontal lobe of his brain. The area of the brain is not essential for sustaining critical body function and analytical thinking. Incapacitation is frequently varied with this type of injury and studies of ballistic brain injury suggest that "Incortaneous neutralisation is impossible with non C.N.S. injuries!"<sup>3</sup>

## Performance relates directly to the cognitive resources available to the individual

So what determines when a firearms officer should stop firing? There are specific factors influence how well any one can notice change and divide and then switch our attention. Secondary processes and task difficulty. What is unexplained within psychology is the fact that regardless of training, if a task becomes increasingly difficult then

performance degrades. Performance relies directly to the cognitive resources available to the individual to monitor and select the correct response to resolve the problem.

Attention is the key ingredient for both initiating a chosen response and also from disengaging a shooting action should the subject's behaviour suddenly change. It does seem reasonable to anticipate that, for many firearms officers, large visual changes of the subject's movement will have to happen before they can override the cognitive motor programs that initiated and control the threat response from the firearms officer.

In many circumstances alternative sources of action (cognitive flexibility) have to be suppressed to enable goal directed behaviours to emerge, a fact reported in many scientific studies which identifies that visual attention specifically narrows towards threat cues.

Officers must pay attention to visual cues that signal a sudden change in the environment in order to inhibit their current flow of thoughts and actions, specifically those actions which may now be no longer appropriate. The brain needs time to notice a change of emphasis and then select and shift to a new behaviour.

For Active Shooter scenarios the ability of officers to accurately report back upon event details will certainly diminish in relation to the length of time



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1. Samuel Butler, *Dr. Butler's Magazine*, 2. *Journal of International Private Medicine Association* 1893

2. Quoted from Williams and Harkness statements in *Parsons* (1848), pp. 152-3. *Parsons* (1848), p. 151. Harkness (1848), pp. 7-10.



## SCIENCE ON THE STREET

each individual is exposed to threatening but compelling situations. What is clear from research conducted within threat environments is that firearms officers narrow their attention, exclude irrelevant peripheral detail and frequently focus on a specific threat cue.

Realistically this means that it is highly likely that officers exposed to more than one attacker will focus upon the first threat and remain momentarily unaware of the second threat, especially if the first subject remains a viable aggressor.

Many officers may think that training to engage multiple attackers leads to faster reactions and requires ability to multi-task and divide attention. To a certain degree this appears to be true but only with regards to delivery of motor skills such as movement and use of the weapon. Creativity for problem solving remains situation specific alongside the officer's mental state and understanding.

The flip side of this type of skills training is that inflexibility can occur with regards decision making. Studies that have looked at the development of an automaticity highlight that many individuals have reduced neural activation in the problem solving area of the brain despite having developed faster response abilities.

Now consider the potential confusion and cognitive demands generated by having to engage multiple attackers. Attacks such as the one in Paris with two or more surrounding terrorists are unexpected to be quick, violent and demand immediate armed resolution.

Since it is not possible to determine for how long an armed subject remains capable of delivering lethal force despite having already incurred a fatal wound, every firearms officer has no way of determining when instantaneous collapse and incapacitation will occur. Leaving the subject to determine their intentions could prove lethal in close proximity to a wounded attacker since it draws specific visual attention away from another life threatening assailant.

Time pressure places a great limitation on cognitive flexibility when engaging two or more lethal threats.

These components potentially limit decision making.

Both internal and external feedback available to the officer in the middle of a violent confrontation may lead to a determination that the most appropriate means of neutralising threat is through firing additional shots. This may occur since there may be no time available to cover and then confirm the intentions of any wounded terrorist, due to the proximity of a second imminent threat.

the use of excessive force maybe absolutely necessary and could be the only reasonable solution to protect and save lives.

The circumstances I describe will be seen by some as extremely controversial, and may appear to stand totally outside of ACPD's advice regarding the use of lethal force must "Officers must be able to demonstrate that the degree of force used was absolutely necessary and relative to the threat posed. The use of excessive force is strictly prohibited." However, in my opinion, in very limited circumstances the use of excessive force may be absolutely necessary and could be the only reasonable solution to protect and save lives.

Dr Martin Fackler spent a lifetime as a surgeon and expert in ballistic trauma in both the military and police. He retired as the Head of the Wounds Ballistic Laboratory at the Letterman Army Medical Centre. Fackler offers this advice to firearms officers: "The officer has no way of determining if an assailant is about to immediately collapse or continue his action for 4,5,10 or more seconds. The only indicator is the assailant's response as long as he continues to be a threat, the officer should continue to fire until he can perceive that the assailant is no longer capable of continuing their life threatening action. The implications of this information are not trivial."

Facing multiple attackers places any individual in the most cognitively demanding scenario imaginable. Whilst science may be able to offer some insight into the likely performance difficulties officers may encounter in a Charles Heido style attack, it remains to be seen if lawyers and media representatives will take into consideration those same cognitive and physiological responses when drawing their own judgemental conclusions. ■





## COMPETITION

**THANKS TO OUR FRIENDS AT 5.11 TACTICAL** we have an exciting new competition that's free and you don't have to do anything to enter... apart from be a PFOA member!

For the next four editions of **TOP COVER** we will draw a number from our membership database and the winning member will be the new owner of a 5.11 XBT 355 torch and a Recon Outbound Holdall!

The draw will take place on Friday 1st May 2015 at PFOA.HQ. The member's number will be chosen at random by an independent person who will pick a number between 1 and 6576. The winner will be notified by phone or work email.

*The competition is NOT open to any PFOA employees, Trustees or Directors!*

Good luck and a massive thanks to Neil Francombe and all at 5.11 Tactical.



**WIN! \* WIN! \* WIN! \* WIN! \* WIN! \* WIN! \* WIN! \* WIN! \* WIN!**

**WE HAVE A WINNER**

The last winner from the **TOP COVER** Edition 7 draw was a TVP firearms officer, who was very pleased when he received the phone call!

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# MDP

## SENIOR LEADERS'

In October 2014, the Ministry of Defence Police (MDP) held their senior leaders' conference at MDP HQ in Essex. A day of the conference was dedicated to testing Post Incident Procedures (PIP) and how they would work with Home Office Forces. This also provided CPD to senior leaders and commanders within the Force.

WRITTEN BY PC KAREL SMITH







# CONFERENCE

**T**he MDP currently police (armed and unarmed) 37 locations throughout the UK, together with a small presence at a number of other Defence sites. The core policing units range from Devonport Naval Base in Plymouth to the most northerly station in Scotland, HMS Valour. The MDP has some 2,000 Authorised Firearms Officers providing armed capability at many of these locations.

The PIP exercise began with a pre-recorded incident as video played to delegates who then worked through several phases to make decisions on assessment on the emerging incident as it unfolded as successive roles elaps. Operational issues, media handling, officer welfare, post incident management and protocols were all elements of the incident.

The MDP issued several Home Office forces who attended to provide their perspective. As a national force, MDP wanted to come out and share the learning from a better understanding of the likely impact on a Home Office force if MDP officers were involved in an

incident in their force area. How would the two or more forces, depending on the scale of an incident, work together?

The exercise was followed by guest speakers who shared their own experience, analysis and advice. Supt. Brian Duffin from the Metropolitan Police Service described the events and the response by his force to the murder of Pauline Lee Rigby outside Woolwich Barracks in 2013.

Mr Chris Lewis, Deputy Senior Investigator at the Independent Police Complaints Commission (IPCC) and Mr John Marshall, Director of Investigations for the Police Investigation and Review Commission (PIRC) in Scotland, both provided the investigative perspective from North and South of the border.

Lawyer Scott Rogers from Slater and Gordon Solicitors talked through post incident and analysed recent cases. Scott gave the audience an informative statement of what officers and organisations can expect following incidents where police are involved in death or serious injury incidents.


DI/CIC Simon Chatterton, National Armed Policing Lead, gave the national perspective, drawing on points and issues raised by the previous speakers. Delegates

were updated on current issues and more importantly what future progress may look like, how rapidly UK policing is evolving to deal with new threats and challenges.

One of the principal officers involved in the shooting of Mark Duggan in Tottenham in 2011 (known to delegates only as V33) gave his account of that event, and the impact on his own private life and career during an emotive presentation.

Superintendent Kevin McAndrew, the Race Relations Officer for the MDP, said, "Chief Constable Alf Hinchcock gave me the opportunity to present post incident issues, so our conference was an opportunity on the part that Fordbach from delegates has been very positive and was used to produce an improvement plan. The success of the event was greatly enhanced by superb guest speakers who engaged everyone in the day. V33 rounded off the event with a principal officer's perspective which was so important in being brave the impact on everyone involved and have important it is to get this right. We have learned as a national force what we can do and where we need to work more closely with partner forces." ■





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## PFOA TRAINING LIMITED

The company has been officially in business now since May 2014 and I have to say has consumed my working days resulting in 2014 seemingly to disappear in double quick time.

WRITTEN BY STEVE HOWSON

When the College of Policing advertised for PIM Training to be delivered by outside agencies no less than seven companies / organisations applied to deliver this very important part of police training. The PFOA Charity, which set up PFOA Training Limited as a subsidiary, was very pleased to win the contract. This 'contract' or 'licence' was for an initial year that started in the summer of 2014. It authorised PFOA Training to provide full Post Incident Manager and PIM Re-accreditation training in accordance with Module C4 of the Business Training Curriculum and that agreed by the College of Policing PIM working group. The licence also supports one day and seminar training to any force or organisations requiring such a service.

There will always be a degree of suspicion and questions from those within the police service as to why an 'outside body' would be allowed or encouraged to do this. All I would say is that the PFOA Training course directors, deliverers, consultants and supporters are no strangers to the world of Post Incident Procedures. In fact that is completely the contrary and was a major factor in PFOA Training limited winning the contract. I am the main deliverer and I have been an operational PIM since 1999 and delivering the training since 2004. I have recognised the need to have current PIMs from around the country to support and help deliver that training to enable the theory to be 'brought alive'. Four full PIM Courses and two Re-accreditation courses have been delivered so far and the feedback has been very positive and encouraging.

The College of Policing has been very supportive to our PIM training delivery but professional and unbiased as to PIM deliverers

application. Getting that contract / licence was not an easy 'tick in the box' process but a comprehensive one that certainly made us think deeply about our quality and ability to deliver such a product. It certainly helped that the PFOA had a unique working relationship with other outside agencies / firms / businesses which could only enhance that overall capability. Those working relationships have developed enormously with the Police Federation of England and Wales recognising that we can deliver first class Post Incident training to Federation Representatives. This has resulted in the delivery of a number of Post Incident Procedure courses in

2014 and no less than five are set for 2015. I have been very impressed by the commitment and interest shown by the Fed Reps coming onto the courses. I have seen 'old wounds' and 'new ones' coming through. I know that the Police Federation of England and Wales has taken some harsh criticism over the last year or so. I think many would agree that some of this criticism was justified, some not. If the Fed Reps I have seen come through the course reflect the standard of Fed Reps across the Country, then the Federation is in a good position for the future.

PFOA Training Limited has also been invited to deliver PIP training for Union and other non-Federation staff associations (in the National Crime Officers Association). I must praise the foresight of Dets Peter (Union, Dorset). Dets has recognised the vulnerability of many Police Staff colleagues across the UK who may be involved in DSL cases and will depend on Union Reps to support them through the rigour of an independent investigation. As a result of an initial course held in Birmingham in early 2014 a flourishing relationship is developing fast. With Union's commitment, support and enthusiasm we are training their representatives to a high standard of knowledge and ability. At last many Forces are identifying the need to involve Post Incident Procedures for non-firstline deaths in serious cases.

I can't, print, yet again, the initiative of West Yorkshire Federation







in hosting regular one day seminars around Post Incident Management to educate and inform its membership as the need for PIM outside the police use of firearms. Another seminar a one for March 2025 following on from the success of a one held in 2014. PPOA Training Limited is always happy and willing to support and provide speakers for such events.

Taking everything into consideration, the message from PPOA Training Limited is a good one. We are working hard with the College of Policing, Police Forces and collaborators, the Police Federation of England and Wales, Unions and other Staff Associations to deliver quality PIP training for the benefit of the Police Service, Officers and Staff. I ask that as PPOA members you are not reluctant in promoting the need for training within your own Forces and organisations. The training does what it says on the package: 'supports both the independent investigations and the welfare of officers and staff'. If you need support or advice on any type of PIM training (internal or external / no accreditation) contact us at the PPOA HQ Office (01754 697990) or go onto the College of Policing PPOA

site to view when the courses are on. Courses can be booked via Sue Clay at the College of Policing. [Sue.Clay@collegeofpolicing.pnn.police.uk](mailto:Sue.Clay@collegeofpolicing.pnn.police.uk) phone 01480 334567.

One final thought to make clear is that PPOA Training Limited is a company limited by guarantee, which means that any profit above and beyond the day to day running costs can go into the PPOA Charity for the benefit of its members.

#### POST INCIDENT PROCEDURE UPDATES

In all the time I have been involved in the practice and training of Post Incident Management I have never known so much external scrutiny as the process as I have during 2014. I can only best describe it as if the PIP process was one big punch bag permitting the legal profession and human rights lawyers to have free continuous blows on it from all imaginable angles. All of this culminated in Judicial Review being heard in the latter part of last year (DUGGAN and DILEZZUCHI) which dissected and probed a shooting and Death or Serious Injury incident respectively. In short

the issues were mainly about the lack of separation of officers / staff before they provided their initial accounts about questioning, therefore challenging the lawfulness of guidance relating to the Post Incident Management.

Due to the common sense of a number of judges the applications were refused. A failure to keep officers separate would not necessarily render an investigation inadequate. The ACPO guidance did not breach Article 2 as the procedure could not realistically be said to prejudice the independence of an investigation.

We are very quick on occasions to condemn and criticise ACPO and the College of Policing but on this occasion we should praise their efforts. Mr. Gleeson made special mention for his genuine efforts to ensure that officers and staff are treated appropriately post incident and for his faith in the PIM process. What I think helped during this Judicial Review was the pre-emptive actions in reviewing and slightly amending the PIM guidance to possibly counteract my likely criticisms. This was also supported by a number of ACPO circles confirming this. Let us look at



these specific situations

### CONFERRING

A slight amendment but nonetheless an important one. It made clear that 'there may, however, be a need to speak to one another following the discharge of a police firearm in order to resolve an ongoing operational or safety matter'. The advice has always been that officers should not talk with others about their honestly held belief at the time force was used. I learn from training delivery across the UK that this is taken very seriously and that a 'conferring advice' is given upon officers at the beginning of an operation, on arrival at the PIM suite and before they provide accounts.

### APPOINTED OFFICER

In support of the integrity of the PIM process and specifically conferring, issues the innovation of a new role within the PIM suite. The 'Appointed Officer' will have specific responsibility for:

- explaining and ensuring compliance with the guidance in the APP and, in particular, with the guidance on conferring; and
- supervising the principal officers while they make their personal verbal accounts and detailed accounts.

The APP guidance and ACPO codes gives us to say that the Appointed Officer should or will be (there is a slight discrepancy in the two documents currently):

- appointed by a senior officer or ACPO,
  - be of Inspector rank or above;
  - be a trained Post Incident Manager;
  - has an operational or investigation role on the incident;
  - will operate under the direction of the lead PIM;
  - will not be independent from the police service;
  - where access to the PIM suite is requested by the Independent Investigatory Authority or IIO such access should be provided;
  - this access should be managed so as not to adversely impact on the PIP or welfare of principal officers; and
  - this access will not relate to medical examinations or consultation with legal or staff associations.
- Within the APP there is quite a

detailed list of 'observations and actions' to be undertaken by the Appointed Officer and I have no doubt that persons will be called to any future Coroner's Inquest or Court to explain the principal officer's actions, conferring issues, provision of accounts and their decision. That is quite high profile and I would most definitely advise that they are a trained PIM.

### SEPARATION

The separation section now provides that 'principal officers and key police witnesses should not be separated in a matter of course'. Separation should be considered where it is both necessary and practicable and where there are no implications for the safety of the public or officers.

It makes clear that a decision to separate officers should be made having considered whether separation is necessary to prevent the 'officers from conferring' (I and many would like that to read 'inappropriate conferring'). In my mind if there are reasonable grounds to suspect that a criminal offence has been committed or where there is evidence that an officer has breached the standards of professional behaviour, then separation should be automatic for the benefit of the process, investigations and the officers themselves.

The decision whether separation is necessary should be made by the PIM or responsible ACPO officer.

### DEBRIEFING

I have no intention of going into this subject too deeply (and I will not have done my debrief course until just prior to the publication of this magazine). Suffice to say that it has been recognised that the Police Service seems very rarely to undertake debriefs following a fatal shooting incident or other Deaths or Serious Injury. In fact we can go many years without conducting debriefs and sometimes they just do not take place at all. This is understandable due to possible legal action / redress against officers and Forces. However, organisations may be losing out on the opportunity to learn and put right certain issues opportunities to Command structures and tactical or publicity at an earlier stage. These debriefs should be authorised by

an individual who did not perform an operational or operational role on the incident. It would not be appropriate to address the specific actions of individuals, evidential issues relating to witness accounts or scene, and Post Incident Management during such a debrief.

Any debrief should be conducted by:

- an accredited PIM not involved with the Command or Operation of the original incident; or
- a trained debriefer supported by a PIM.

On a final and perhaps cynical note, do I see the PIM suite settling down now as a result of the successful Judicial Review at the end of last year? Can you see those pigs flying in the sky? Unfortunately I have got word of a possible appeal against that ruling. All we can do is stay resolute and focused on what is a good PIM process and trust and hope that the legal brains of this country support us.

Well it has been good to be asked to write in the magazine again and update you on the issues above. All the best to you and your families during 2015 and I look forward to seeing many of you at the PPOA Ball in July. ■



**WRITTEN BY STEVE HOWSON,  
PPOA TRAINING LIMITED  
MANAGER**



# Court of Appeal rules that the IPCC cannot act as 'Judge and Jury'



WRITTEN BY MANDEEP KUMAR

Police officers have additional powers and duties, in other respects they are no different to members of the public: such must act in accordance with the law. Operational firearms officers, acting under duress to prevent crime and protect life, will use force, must particularly lethal force, which must be strictly justified. Each is expected to provide a detailed justification reflecting knowledge of the underlying legal principles. Those who subject the decision making to scrutiny however, whether the IPCC, lawyers, or in court, view events through the luminous prism of hindsight, and according to a timescale wholly removed from that of the original event. Most have no direct experience of the reality of participating in a firearms operation. Political agendas can enter an arena that should in principle be forensic and objective. It must be right that in such circumstances the officer is treated in an objectively reasonable and fair way by the investigators.

Under Paragraph 14G (Schedule 3, Part 1A) of the Police Reform Act 2002 the Independent Police Complaints Commission (IPCC) investigates all death and serious injury cases involving the police. Many investigations will result in an IPCC investigation where the status of an officer has either not been confirmed or is subject to review. In the latter case there is potential for the status to change from witness to suspect depending on how the evidence develops in the case.



In the context of investigations into the conduct of police officers, the recent case of *Chief Constable of West Yorkshire v IPCC & Others* [2014] EWHC 406 [2017] sets an important precedent for officers nationally, particularly where cases are investigated by the IPCC. The Court of Appeal confirmed that the person writing the investigation report is not permitted to express conclusions in any way that appears to 'discriminate' whether the officer has committed a criminal offence or is guilty of misconduct. All that the investigator can do is express an opinion as to whether the officer has a case to answer and whether the evidence appears to 'indicate' wrongdoing, etc. That is different from 'discriminating' that it does. It is a significant distinction.

The following points of principle will apply to all cases investigated by the IPCC:

1. In making the findings in the case under appeal, the investigators assumed the role of judge and jury in expressing certain determinations, including that the error was unlawful and the officer's conduct amounted to misconduct. The IPCC had no power to make such findings.
2. The investigation report is to indicate the investigator's opinion as to whether there is a case to answer. A case to answer is that on which there is a case to answer before a criminal court and/or a disciplinary tribunal.
3. "... it is beyond the power of the investigator to purport themselves to decide the merits of a case that they consider calls for an answer. The legislation cannot be interpreted as empowering the investigator to make findings that would have the potential to be as prejudicial or unfair" before either a criminal panel or court.
4. In this case, the investigator's report exceeded their powers. It provides an important point of

principle protecting officers from unfair prejudicial determinations by those writing investigation reports – including the IPCC. Given the clear failure of the IPCC investigators to understand the proper limits of their role, the Court of Appeal observed that "... it may be that there is a need for further training of investigators as to the manner in which such reports should be prepared."

It should be obvious that the IPCC can only determine whether an officer has a case to answer after the matter has been properly investigated. The IPCC will need to consider the legal and factual

substance, it is likely that it will offer some basic legal protection to the officer, and it will necessarily be considered by the IPCC (and potentially the CPS) at the investigation stage. Further specific details can follow either by an officer answering the questions in an interview after the submission of a statement or by the submission of a further statement.

Any decision by the IPCC (or other investigator) is more open to legal challenge if the basic legal justification has formed part of the evidence provided to the investigation. Such legal challenges may be available to the officer during or after the investigation stage and prior to the commencement of criminal or misconduct proceedings.

In another Court of Appeal decision recently held in *R (Delaney) v CC, R v Duggan* [2014] AC 390 [2014] EWHC 406 [2015], where the obligation on participating officers to provide a meaningful first account is recognised as reasonable and necessary in principle as part of the College of Policing's *National Policing Authority Professional Practice* manual for first incident incidents. Limitations in the manual as to conferring were approved. At paragraph 60, Lord Justice Richards stated: "... it also seems to me to be important to ensure that the initial account contains greater detail than in some examples we were shown from the Duggan case."

This cultural shift requires a practical response that will protect vulnerable, sometimes traumatised and tired operational officers. Each should continue to seek informed legal advice specific to their individual cases on what options are available to them. Whichever option is selected it is paramount that it advances the best interests of the officer. ■



must before making such a statement. It appears to me that in most cases the affected officer will need to place on record whether through a prepared statement or interview to explain and justify his actions by reference to the circumstances as the officer believed them to be at the time of the incident. From a practical point of view, it may mean the officer to deal with this by the use of an appropriately prepared statement that covers the internal legal points and application of them to the individual officer's justification for the use of force. Once such a prepared statement is



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CHERYL



DEBBIE

### SOME OF THE SERVICES WE PROVIDE ... FOR YOU AND YOUR FAMILY

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- Recipe books for families
- Financial assistance with respect to illness or serious injury
- Access to principal officers and their families for peer support

Membership for anyone involved in operational firearms including AFOs, PIMs, SFC/TFC/DFC, Issuing Officers, Dog Handlers, Negotiators, Retired Officers, Team Officers

**Note:** All requests for support will be considered by our trustees. Each request will be looked on its own merits. The PFOA is not a replacement for private healthcare. Whilst we will take every request for assistance, we will not fund private health care such as hypnotherapy, EMDR scans etc. unless there is

### WHAT WE DO

The PFOA has been created to support all those involved in firearms operations, and their families. It is managed by serving and retired police officers with many years experience in this field. It offers a unique package of support for officers and their families, which is supported by ACPD Armed Policing, the Police Federation of England & Wales, College of Policing, NCQA, CMC Federation and the BIP Federation.

Created by firearms officers in 2009, the Association became a registered Charity in England and Wales in 2010. It provides discreet welfare support to members and their families. There are times when an officer or their family do not wish to avail themselves of support offered by the force, or the force has no provision to provide this support. The PFOA gives officers and their families a choice.

One of the main objectives of the PFOA has been to support the often forgotten-about families. Much of the work we do has nothing to do with shootings. We have supported families where there is a serious illness, stress and anxiety basically anything that affects the work of the officer. Of course we can only do a certain amount for £4 per month! So we do not provide discipline representation, legal support or debt consolidation.

The PFOA has a CEO, Mark Williams, and three Trustees. We also have an Executive Committee.

### TRUSTEES AND EXECUTIVE

|                 |                 |
|-----------------|-----------------|
| Steve Howson    | Karl Reid       |
| Jim Rogers      | Steve Hartshorn |
| Steve Hartshorn | Cary Cable      |
| Cary Cable      | Michelle Booth  |
| Michelle Booth  | Tina Fortis     |
| Tina Fortis     | Karl Smith      |
| Karl Smith      | Paul Leggett    |
| Paul Leggett    |                 |

clear evidence of hardship or where OHS and NHS services are unacceptably delayed. All requests for counselling or PFOA/NLP Coaching will be dealt with within 48 hours or sooner. This includes all close family members.



## Examples of PFOA support given over the past three months

Officer with Crohn's disease –  
insisted with family break, hamper  
and vouchers for child

Ongoing welfare meetings with  
principal officers

33 sessions of PFOA NLP coaching

7 hypnotherapy sessions

61 sessions of counselling

Family break for officer with serious  
ear condition

Welfare break for officer whose wife  
passed away from cancer

Provided funds towards surgery for  
an officer whose baby had a skull  
*defect*

Officer's child seriously ill over  
Christmas – hamper and vouchers

Assistance by our medical consultant  
to speed up treatment/diagnosis for  
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# THE POST INCIDENT PROCESS CONFERRING & SEPARATION

WRITTEN BY SCOTT INGRAM

CRIMINAL & MISCONDUCT LAWYER SLATER AND GORDON

The Mark Duggan case has spawned a three month inquest and two judicial reviews, one of which made it to the Court of Appeal. Both the inquest and the Court of Appeal judgment impact on the current post incident process (PIP), specifically in relation to conferring and separation.

**T**he IPCC wants to radically change the current PIP process by requiring separation of officers from the earliest possible stage in order to prevent conferring.

It also wants principal officers to provide a detailed statement shortly after the incident. It published draft guidance on its website in March 2004. It covered responses by way of a consultation.

In the Duggan inquest the PIP process was challenged. It was challenged prior to the inquest commencing when judicial review was sought of the IPCC investigation claiming a failure by the IPCC to separate officers immediately after the shooting rendered the investigation unfair. The High Court refused to grant leave stating the point was "unarguable". The matter was appealed to the Court of Appeal. The Court of Appeal also refused leave. This case was heard in October and judgment given on 19 December 2014.

The PIP process was also challenged during the inquest. Officers were accused of improperly conferring and lying about it when giving evidence. Such an issue was made of it that the Coroner invited the jury to comment on the PIP process, both in terms of whether it undermined the officers' integrity so that their evidence could not be believed and to say in a narrative judgment whether the process was 'fit for purpose'. After spending nine days considering its response the jury returned a lawful killing verdict and declined to make any



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continues or criticism of the PIP process.

The party's position was challenged arguing that the outcome had misdirected them on the law. The argument was rejected in the High Court on 14 October 2014.

Judgment of the Court of Appeal in the separate judicial review on the conferring issue was given on 19 December. The court dismissed the argument. It did so on legal reasons and on practical reasons. The court referred to the amendment to the ACPO guidance now contained in the College of Policing *Authorised Professional Practice* Armed Policing made in September 2014 requiring a senior officer to be present during the preparation of initial accounts and detailed statements to ensure integrity of the process. The court's view was that it was impractical to separate all officers and that the new integrity measures went a long way towards reducing the risk of collusion and

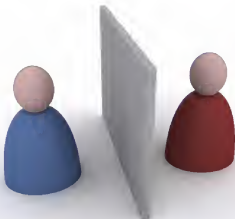
were a reasonable safeguard to prevent improper conferring (i.e. that outside the guidance).

The court was satisfied that the current forensic process for obtaining accounts, requiring that initial accounts on the day and detailed statements after a period of 48 hours, was reasonable. The court said the IPCC proposed that principals be required to provide a detailed first account was a "matter of considerable controversy" and one that should not be resolved in court. The court also stated that the arguments about conferring and separation were "difficult to understand" and that ACPO's current guidance could not "conceivably be said to prejudice the independence of investigations carried out by the IPCC".

These judgments should have been enough to put to rest the suggestion that radical change to the guidance is required. However, the IPCC has indicated it intends to consider

issuing a final version of its proposed guidance in February 2015. Whilst there are parts of the APP that can be improved, the proper approach is to sit down with the other stakeholders and discuss and seek to agree common ground. The IPCC should consider the detailed joint response provided by the Police Federation and Superintendents Association. It should take into account the hybrid status of officers who have filed in the line of duty, the Home Office experts who advise that requiring an early detailed account is wrong, the fact that firearms officers are volunteers, and that as witnesses enforced separation is inconsistent to unlawful arrest and treating as if a suspect.

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## HISTORY

The Metropolitan Police Act reinforces the formation of a 'New Police' for London under (later Sir) Charles Roane and (later Sir) Richard Mayne who are appointed as justices of the peace. Section 5 of the Act requires that 'The constables may from time to time subject to the approbation of one of the Justices of the Peace Secretaries of State, frame such orders and regulations as they shall deem expedient' [including the incorporation of arms, accoutrements and other necessities to be furnished to them].

The first record of pistols being acquired by the Met. A memo from Mayne to John Wray the Recorder of the Met says that 'The following articles are required for the service of the Police Force: 100 Staffs - 1000 Bells'. A pair of Pistols - same quantity of bandoliers is furnished to four footmen.

There is a strike at the Percy Main Colliery. Charles in North Shropshire. Special constables under the Chief of Constable, Ralph Tolson, are appointed to keep order. Most if not all have pistols in addition to a means of raising an alarm. Constable George Weddell and Edward try to arrest Alexander Clark but a mob resists him. There is a general scuffle between strikers and constables during which Weddell shoots and kills a pitman named Collier. Skaggs (the various witness accounts of how this occurred are impossible to reconcile - either 'Weddell pushed Skaggs away and then shot him or there is a struggle for the pistol and it is Collier 'Weddell is ordered to fire and does so). Weddell is charged with murder but the trial judge at Northumberland Assizes instructs the jury that it is his duty only to be a judge of manslaughter. He connects it of manslaughter with a recommendation to mercy and asks the jury to render hard labour. The Sheffield Election Riot.

At Sheffield in South Yorkshire a poll is held to select a representative for the newly enfranchised town results in Mr Parker being elected. However for some inexplicable reason this is not popular with those not entitled to vote. A mob assembles in the Haymarket and across the Towns Inn where Parker has his headquarters. Infantry are sent for from Rochdale and that evening a detachment of the 10th (Royal) Regiment of Foot arrives under Captain Green. The soldiers are given the order to fire to disperse the mob and three men and two boys are shot and killed with many others wounded. One of them, a member of the Sheffield night watch, dies later of his wounds.

Edward Oxford attempts to shoot Queen Victoria as Constitution Hall in London.

After Charles are arrested for gathering arms (see above) magistrates in Stockport in Cheshire appoint 1,000 special constables and arm them with 500 pistols and 300 cutlasses supplied from the Tower of London.

1829

1832

1840

1830

1833

1835

1848

The Agricultural Riots (aka, The Swing Riots) Farm labourers face unemployment due to the introduction of farming machinery and there are riots in many agricultural districts including Kent, Hampshire, Berkshire, Buckinghamshire, Dorset and Wiltshire. At one incident in the village of Isbury in Wiltshire several hundred men smash machinery and the Hordes Troop of the Wiltshire militia arrive under Captain William Wyndham. They charge with sabres and pistols drawn. A man named John Harding is shot and killed and many others are injured. At Salisbury Special Assizes fourteen men are convicted and sentenced to be transported for life. A number of the jury in Captain Wyndham and the jury foreman John Hewitt, the man on whose property much of the riot took place.

Four postmen are arrested in Cumbria, Yorkshire or Scotland and held in a house (there is no lack of) to await trial. One goes to court and sentenced to imprisonment but he is released by a mob so far he being taken in a cart to Apr prison. The trial of the others is postponed until the next day and postmen and parish constables are assigned to guard them overnight. However the mob breaks in and Constable David Bird is shot and killed by a rioter who has taken a gun from one of the postmen. The three postmen are released. Two men are later only convicted of riotous behaviour.

The Wiltshire Election Riot At a contested by-election the local magistrates anticipate disorder. A troop of the 1st Royal Dragoons is therefore stationed nearby. After the first day of polling a mob gathers outside the campaign headquarters of one of the candidates and begins to stone the building. When the soldiers are called out of their barracks killed and they fire into the crowd wounding four.

The Orange Tree Riot. Leading Chartists are having meetings in London planning 'insurrection'. Superintendent Nicholas Foster (Met) who is armed with a pistol, and about twenty officers, many also armed, raid the Orange Tree public house in Holloway, and Superintendent Anthony Rait (Met) with several constables. Three hundred (by one account) who have pistols and cutlasses raid the Angel Tavern on Whitechapel Street, Blackfriars. Eleven men are arrested at the Orange Tree and taken away at the Angel. Weapons and incriminating documents are found. Joseph Stiles, William Lacey Thomas Day, William Caffery, William Dowling and George Mellors are charged with intending to levy war against the Queen. They are sentenced at the Old Bailey to be transported for life. Three others are sentenced to imprisonment for up to two years.



Hired Constable William Campbell (Shalford, Walsden Borough, Dorset) is shot when he is ambushed outside 'his house. He dies two days later. Benjamin Peppit is charged with the murder and tried at Essex Lord Assizes in 1859 but the evidence is circumstantial and he is acquitted.

In the Mid the Inspector Superintendent Lieutenant-Colonel Douglas Lubbock writes to the Home Office asking for authority to incur the cost of supplying such mountain guns (all of whom have pistols) with a score of carrying ammunition without saddles.

The Times reports that 'It is an extraordinary fact that the muskets and pistols supplied to that valuable body of men constituting the Coast Guard are still fitted with the common flint lock. This circumstance is worthy of the notice of the New Board of Admiralty and the Master General of Ordnance.

Shropshire County Constabulary is formed. The Chief Constable, Colonel James Fraser, states that 'A small outlay may be supplied to my Constables whose trust is no abused (that), in the opinion of two Justices of the County it is necessary for his personal protection and for performance of his duty. The outlay is only to be worn at night or at times when roving or serious public disturbance has actually taken place or is apprehended.

Constable William Dorey (Mid) goes to investigate the sound of muffled voices and recognises two thieves who are stealing timber from a building site. They are two brothers Joseph and Isaac Brooks and although they make off they realise that Dorey has seen them. When they reach home Joseph tells his sister-in-law to return a single-barrel percussion loading gun of his from a local gunnery shop. When Mrs Brooks returns Joseph Brooks goes to Dorey's home and shoots and kills him to prevent him reporting what he has seen. However Dorey has already reported the matter to his superior, Inspector John Scarle, and John Scarle goes to the Brooks home where they find Joseph as he lies. He denies having a gun but it is found below the bed in the garden. He says that he, Joseph it was them. Both brothers are tried the murder of the Old Bailey. There being insufficient evidence against Isaac he is acquitted on the direction of the trial judge. Joseph Brooks is sentenced to be executed and he is hanged outside Newgate prison.

1849

1852

1856

1863

1850

1853

1862

1865

Parole Constable George Dedson (Kendrick, Kent) is keeping watch on a cage from which wood is being stolen. William Walters escapes carrying chainsaw and Dedson calls on him to stop but instead he tries to run away. Dedson shoots him wounding him in the leg. Although it is not a lethal wound as escaping felon stealing wood must a felony unless the thief has at least two previous convictions. In fact, Walters has numerous convictions for theft but Dedson does not know this until later and so he is charged with unlawful wounding with intent to cause grievous bodily harm. He is found guilty at the Kent Summer Assizes at Maidstone but he appeals against his conviction and the grounds that Walters is a victim. The conviction is upheld by the Court of Appeal which ruled that subsequent knowledge raised issue towards justification and Dedson returns to court in March 1851 to be sentenced to five days imprisonment.

The need for a National Police Force is debated in the House of Commons and it is suggested that there should be a Select Committee to consider the expediency of adopting a more uniform system of police in England and Wales... [and it is] thought desirable that the police should everywhere be furnished with the use of arms in the same manner as the Irish constabulary were.

Constable William Jump (Aldon-under-Lyme, Borough, Lancashire) is shot and killed. John Ward and Michael Burke are leading a group of armed men marching to Clifton's brickyard because it's owners do not recognise the bricklayer's union. Having destroyed 16,000 bricks they leave and are confronted by Jump and another officer. One fires and Jump dies almost immediately. Ward and Burke are convicted of murder at Lancaster Assizes in Liverpool and sentenced to be executed. Ward is hanged outside Kirkdale prison. Burke has his sentence commuted to transportation for life.

Guildford Borough Police (Dorset) armed with cutlasses finally put record to the Day Riots, a series of outbreaks of lawlessness that have plagued Guildford on a regular basis since the 1820s.

## Police History Series

Mike Waldren QPM looks at a timeline of Policing and Firearms

In this issue we explore 1829-1865



# COACHING

WRITTEN BY STEU BROWN

Over the last two years the PFOA has worked towards providing a support structure to members and their families that is quite possibly unique. In addition to using the conventional method of counselling we have utilised a coaching process using NLP as well as Hypnotherapy when required



we proud to be one of those coaches and have been helping members since 2013 along with a small band of coaches throughout the country. The coaches here were began to be self fulfilling and because of the results we have managed to obtain for some of our members in times of need, we have began to see an increase in calls.

It is exactly because of these positive changes we have helped to create for those people that I find myself in a pub in Dunsborough on a very murky night in late November with Ben Collins from MDP and one of the country's, if not the world's best, life coaches, Ali Campbell.

To put Ali into perspective he is an enigmatic, insanely likable Scot who has helped the likes of Kelly Rowland, Kate Price, Premiership footballers and other stars. He regularly flies to America, Dubai and countless other exotic locations to deal with

a vast range of people or appear on TV.

Ali could happily be anywhere else in the world but here he is in a Premier Inn talking us through what he respects what the PFOA is doing to get people back from negative life events. Ali was approached by Mark and Karl to deliver a course to train new coaches and, after asking him through two courses, both his and I can only praise what he has produced.

With the Ministry of Defence Police Federation now supporting their members with a PFOA membership it was great





to be able to run a course in Faslane naval base to give Scotland its first coaches.

We had four MDP officers arrive on day one with the same slightly bemused look that both Ian and I had when we first started. What they didn't look through was enthusiasm and because of that the next three days were both enjoyable and enlightening.

It was also amazing to meet numerous MDP officers who never failed to make us feel welcome, even asking us out on the police to catch. Their dedication to keeping the area safe was clear to see. In January we arranged to take Ali to another exotic location. That time we took him to the Defence Academy at Shrivenham with the first snow of the year falling.

For this course we had a great mix of MOD, Heron, Canada and Nato officers as well as our first three ladies who will staff the new support phone line.

Teaching the coaches amongst tanks, attack helicopters and missiles also provided an amazing new backdrop for all of us, as well as making a few military commentators look rather surprised as they wandered past.

By again by the end of the course we had gained another team incredible people able to help members in more locations than ever before.

Simply because of the methods used in coaching we were treated to a completely different experience on both courses. Every person gained new insight into the way they behave and many managed to deal with real issues.

This was only possible in both courses because the people that gave up their own time to attend did so with such passion and determination.

As a result of the work put in by Ali and the team we now have a greater spread of coaches who can assist in so many different ways.

#### SO WHAT CAN THESE MYTHICAL COACHES ACTUALLY DO?

During the last two years the coaches have managed to get people back to work who have been suffering from stress or trauma. We have helped people with confidence when returning from illness or injury, helped family members deal with a wide

range of issues and also helped countless officers with specific issues around shooting or fitness.

All of these people had to make the same choice to simply ask for help.

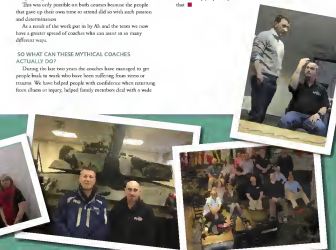
The PFOA is now in a fortunate position of having some extremely well trained, very dedicated, compassionate to people who are there to help. Access to the coaches is through your local commander or the officer, who will assess the individual need and then allocate the best coach.

Ask yourself one question: if you had an £80,000 car and the engine management light came on indicating there is a problem, what would you do? Would you simply ignore it and let that expensive car fall apart? Would you take it to be looked at early to prevent a getting worse and harder to fix? We are unable to put a value on us as individuals, so why take the risk of leaving your engine management light to carry on flashing without getting it fixed?

Sometimes we can't change things but we can change the way we think about them or deal with them. The coaches are there to help people do just that.

Having read Ali Campbell's book 'Just get on with it' by sports psychologist who says "God grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference."

Thanks to Ali, Ian and all of the coaches the PFOA will be there to help people do just that. ■





# 1st Metropolitan Police Riflemen's Reunion

A MASSIVE THANKS to Keith Philips for organising this amazing event and for raising a huge amount of money for the PFOA!

The Metropolitan Police Service Rifle Section has been in existence for forty one years. Over that time it has seen several hundred officers qualify and perform rifle operations in London. We currently have sixty qualified rifle officers in the Met who, in addition to their day jobs within the MPS, deploy on the fifteen or so Ceremonial operations each year in central London. Our primary roles as part of the protection package for H.M. Queen, Royal Family, Military and VIPs when they attend high profile public events such as Remembrance weekend. Additionally this year we have assisted in Scotland at the Commonwealth Games and in Wales at the NATO Summit.

In early 2014 I decided it was well overdue, and we should hold our 1st Metropolitan Police Riflemen's Reunion. A date was set for Friday 10th October 2014 and the Sgts Mess at the prestigious Honourable Artillery Company HQ in Finsbury Square, London was booked.

The event was clearly a great opportunity for officers past and present to get together over a pint or two and enjoy a fantastic military buffet curry whilst recalling stories old and new, but was also the platform for us to raise money for two very worthy charitable causes. These being Care of Police Survivors (COPS) and of course the PFOA which clearly needs no further introduction to you.

A number of the serving officers set about securing raffle prizes. Such was the status of a number

of the items donated by Middlesex Cricket Club, I felt compelled to not just raffle the items but hold a charity auction as well which, dare I say after a few pints to loosen the wallets, proved very successful with the winning chaps digging deep and donating generously to win the auction prizes, which included a signed England Team cricket bat and a Hospitality day at Lords Cricket Ground.

Considering it was our first ever reunion raffle and auction, I am very proud to announce that we raised £1,660 which we are delighted to have divided equally between the two charities. ■







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# COLLABORATION

seems to be the way many forces are heading

With the endless cuts gradually eroding the police service we once knew it's hardly surprising forces are getting together to cut costs to try and balance the books. With the PFOA being located in Cambridgeshire, I wanted to find out more about the Beds, Cambs, Herts Tri Force Specialist Operations Collaboration unit.

WRITTEN BY MARK WILLIAMS



Formed in April 2012, the Tri Force armed policing unit comprises ARV, Close Protection, Dynamic Search, Rifle and Surveillance Officers, Ops Inspector Paul Sandwell, and Training Inspector Mick Croxer, both long-term supporters of the PFOA, lead up the unit of some 145 officers. The unit trains every six weeks at various locations including Kempton, Huntingdon, Northants and Chicksands military camp.

The ARV crew work a 12-hour shift four or five off, two days then two nights. The shifts are staggered on handover to ensure continuous cover in all counties where possible. Having spoken to several Cambs officers it is apparent that the shift pattern works well and provides a good work-life balance. During each shift some eight ARVs will patrol the three counties. Out of these eight, two can patrol Luton Airport as part of an armed presence at the location.

The Tri Force area also covers key motorway routes including the M1, M25 as well as the busy A1. Coming from a Mini ARV perspective it amazes me just how much area county ARVs have to cover. Geographically it's daunting.





grasping just how far it is to travel from one end of the ground to the other. The current vehicle fleet is a mixture of Audi Q7s, used mainly by Camda, Volvo XC70, XC90s and Volvo V70 D5Rs. An increasing fleet, with some of the vehicles amongst huge mileage before being replaced – another sign of the times perhaps? It is only here to drive a few miles on the Fens roads to understand the punishment the Camda Q7s must endure on a day-to-day basis?

The various equipment used by the team includes:

- Glock handguns
- Hi&K G26
- Hi&K MP5 K
- Taser

Each ARV will carry the following equipment:

- Baton Gun – AEP
- Taser for each officer
- Dismount device
- T66 Gash bag
- Bellows shields – short, T66 style, high velocity
- First Aid kit – all officers advanced (including first aid trained)
- De-Kit
- Stinger
- Ladders – extendable
- Night vision

- Baby Suits (see photo)
- Camera

Military body armour is worn by all officers with Kerflite plates. Officers also carry ASPs and press spray. Another item carried on all cars is a 'go bag' which contains maps for the counties, negotiator plans, rat traps, gas canisters and leg restraints. Uniform worn includes cargo trousers, wicking tops, knee flippers and Althorp boots. For inclement weather Arden coats and gloves are also issued.

Each year on average the team responds to over 1,500 requests for armed support. Both have been involved in two fatal shootings, the first being in 1998 and the other in January 2009.

While the Tin Force is working well on the whole, there were teaching problems. Change of workplaces, shift changes and familiarisation of a new patrol area can all have an impact on the workforce. There are inevitably going to be problems for officers and their families dealing with a shift change and workplace move.

If the unit is involved in a shooting or a D&I incident they have a number of Post Incident Suits spread over the counties. Inspectors Paul Sandwell and Mark Crockett are very much 'vets' Post Incident Management and they

are supported by a number of three PMIs. Principle Officers also benefit from highly trained Federation Post Incident Officers. The three forces have Fed Reps who have attended the PFCM Federation PIP course. The week long course takes them in an assessed post/first question and answer and practical examination.

Arguably this is the way forward now for police forces across the country. Police Scotland clearly demonstrate what forces working together can achieve. At a time when policing is being divested of money and resources, it makes sense, and probably to the average member of public, it is better value. However while all may seem great from the outside looking in, collaboration should not be an excuse to cut back in an area that we quite clearly need to invest in. Recent events in Paris, other parts of France and indeed Europe demonstrate quite clearly that we need an effective armed presence in the UK. Cutting back on armed policing would be naive and dangerous. ■





# WELFARE SUPPORT PROGRAMME

Last year PFOA Training and Police Federation of England & Wales (PFEW) began discussing the idea of a welfare support package for officers involved in death or serious injury incidents (DSI) or who are suspended from duty. Research had found, which did not come as a big surprise, that officers who find themselves involved in a DSI investigation or suspended from duty often fall victims to stress or depression. There were disturbing statistics around suicides in policing including in one year three firearms officers taking their own lives with their service issue weapon.

I began work with Charlotte Clover Lambert, Rahne Jones, Alex Duncan, John Murphy and Carolyn Davies from the PFEW at Federation House, Leatherhead. We looked at various ideas around how best to support officers and indeed their families caught up in DSI incidents or suspended. No two officers are the same and, whilst one officer can deal with stressful situations with little or no impact on them or their families others may not be as fortunate.

We are delighted to announce that the new Welfare Support Programme will go live in May 2015. PFOA Training, on behalf of the Police Federation of England & Wales, will provide the Programme which will include:

- 24/7 Phone Support Line staffed by trained personnel who have attended courses on Police discipline and post incident procedures, mental health first aid and suicide awareness
- A full time Welfare Officer (Suzan Haythorn ex NPS) working alongside Federation Representatives supporting officers and their families
- Access to follow up support services such as PFOA NLP Coaches and specialist counselling, EMDR and CBT

- Access to other officers involved in DSI or suspended from duty
- A private 'chat' forum for officers within the Welfare Support Programme (later in 2015)

The Programme will initially be a two year pilot. There will be much to analyse and assess, as all parties are keen to make the work and provide much needed support to officers and their families. The PFEW are funding the Programme with a contribution from the PFOA to enable PFOA members to access the WSP when required.

## CRITERIA FOR INCLUSION INTO THE WELFARE SUPPORT PROGRAMME

- Death or serious injury incident at work that results in a post incident investigation
- Officer that are suspended from duty
- Following consultation between the PFEW and PFOA it is decided if an officer is in need of being placed on the Programme

## WHAT DOES THIS MEAN FOR PFOA MEMBERS?

PFOA members will be able to contact the 24/7 Phone Support Line anytime they feel they want to speak to someone. This support line is not to be used for non-urgent issues. The phone support staff cannot help with operational matters or anything relating to duties or workplace complaints, they are there to support officers when they are seriously affected by a workplace trauma or are feeling depressed.

PFOA members contacting the support line may in addition benefit, where necessary, from our support network which includes unlimited counselling, coaching, respite breaks, out of pocket expenses and much more. ■



## WELFARE SUPPORT PROGRAMME TEAM



WELFARE OFFICER  
STUART HAYTHORN



SABOUL



DAVE



TOMBO



CLIMAN



SABAH



TINA



OSGIE



CHERYL

PHONE SUPPORT LINE STAFF



MARK WILLIAMS, RICHIE JONES, AND STUART HAYTHORN



JOHN MURPHY



ALEX DUNCAN





## PROMOTION



Now established for over 20 years, Thomas Jacks Ltd have UK distribution for multiple brands offering COTS (Commercial Off The Shelf) and custom solutions for the law enforcement, emergency services, government agency and military markets.

Thomas Jacks is the authorised UK distributor for L-3 Communications Corp – Warrior Systems Division, one of only two US companies manufacturing cutting edge Gen 3 image intensifier tubes. L-3 Warrior Systems tubes are available with two unique capabilities: Un-filmed (removing the thin-film on better removes film defects, allows smaller hole size and higher signal-to-noise ratios); While Phosphor screens (which offer more contrast and depth perception than given phosphor). L-3 Warrior Systems also offer a full range of MI Spec image intensified night vision monoculars/goggles/weapon sights, ultra-compact thermal imagers and laser aiming illuminators.

For those end-users who want top quality, but do not need full MI Spec solutions, Thomas Jacks offer high performance image intensified and digital night vision units and thermal imagers from market-leading brands in the commercial market.

Thomas Jacks Ltd also represent two other L-3 Communications Divisions – EOtech, the manufacturer of the World's top MI Spec, 1 MOA Holographic weapon sights and SCS (Security and Detection Systems) who manufacture RANGE-RL, a compact through-wall sensor allowing detection of people at ranges of up to 50ft.

Exagon's T8400 Helmet Light has proven a major success with UK Police tactical teams, paramedics and H&M teams. It's long run-time, ultra-compact size

and weight, multiple spectrum/colours/modes and optional versatility due to the five included mounts mean it has become a one-light solution for many end-user requirements.

Thomas Jacks Ltd have recently been appointed the UK distributor for COMTAC and their unique CDR™ (Comfort, Thermal Attenuation and Ventilation) body armour ventilation system. The CDR™ offers increased ventilation and accelerated evaporation and, with up to a 9-11°F reduction in temperature compared to body armour worn without CDR™, it is proven to keep you drier and more comfortable in your body armour. It has negligible weight and has absolutely no power requirement. On top of this, it also offers improved thermal attenuation.

Other brands/products Thomas Jacks distribute include Adventure Lights over/covert personal identification beacons, Hazard 4 tactical carry gear; Samsco's range of Quick Release flip-to-the-side mounts for PWS 14 (and similar NV monoculars) and EOtech/Ampco 3x Magnifiers, Swarovski tactical periscopes plus day optics and laser rangefinders.

For more details, contact Ashley Beard ([ashley@thomajacks.co.uk](mailto:ashley@thomajacks.co.uk)) or Steve Chuter ([steve@thomajacks.co.uk](mailto:steve@thomajacks.co.uk)) on 01785 264105. If you are visiting the Home Office Security and Policing show, pop in and visit them on a stand G105.







# THOMAS JACKS

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**WARRIOR SYSTEMS**



L3 (Infrared Systems) is a world leader in the development and production of advanced night vision and electro-optical systems and components. L3 Infrared Systems produce superior uniform Gen III image intensifier tubes with the option of tube gating and wave phosphor screens. They also specialise in developing and delivering laser ranging and thermal imaging systems, thermal video display, thermal imaging and fusion systems.



**CORTAC**



The CORTAC CCM™ (Canadian Trauma Attenuation and Rehabilitation) helmet-mounted display is a head-mounted, a floating, or integrated into body armour system and has been proven to be a key element in the CCM™ system. It delivers improved comfort, up to 40 °C reduction in heat and allows body temperature and can reduce battlefield trauma by between 20-30%.

**ADVENTURE LIGHTS**



Adventure Lights manufacture extremely durable, rugged and a growing list of products for uniform protection. It is a total. The company manufactures a wide assortment of end-use and it portable lights, vehicle controls, and maintenance/maintenance light products that are in use in the Canadian US and South military and law enforcement services. Adventure Lights are experts in manufacturing the + customer staff the staff. EODS products remove the high demands of the staff emergency services usage.



**Energizer**



Energizer's Hard Case® tactical lights are actually built for life, multi-functional, lightweight and versatile. These lights were specifically designed with many features aimed to help any military and law enforcement personnel deliver the safety and effectively. Cutting edge LED technology, multiple secondary LED output, infrared (IR) output and making it for IR detection, switches and all powered by AA batteries.



**EOTech**



EOTech delivers cutting-edge technology and products in the field of holographic night vision systems, tactical lasers and thermal imaging systems. EOTech Holographic night vision is a high-end, the first of its kind, available in many applications and unlike competitors, ensure a guaranteed distribution using a 3x Magnifier.



Thomas Jacks (UK) Ltd is a member of the Thomas Jacks Group.

Norcross, Inc. Samson

Ilumiglow



CORTAC



ADVENTURE LIGHTS

Energizer





# TACTICAL GEAR FROM THE WORLD'S LEADING BRANDS



**SUREFIRE**

**Aimpoint**

**GENTEX**

*Smith & Wesson*  
**ELITE**

**ARCTERYX**  
OUTDOOR GEAR & APPAREL

*Princeton Tool*  
**RHEINMETALL**

**DEFENSE**

**VELOCITY  
SYSTEMS**

**SIMULATION**

**BROWIE**

**CRABSTOCK**

**MYSTERY RANCH**  
WILDERNESS HUNTING

**MEYERS**

**DANIEL  
DEFENSE**

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**SS** **SGT**

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